



A. SOUS CHEF

Reporting to the Executive chef, the successful candidate will be responsible for:

- Kitchen Supervision:

Oversee the daily kitchen operations, including food preparation and presentation.
Supervise and guide kitchen staff, ensuring they perform to high standards.
Ensure the kitchen operates in an efficient manner and that orders are completed on time.

- Menu Planning & Development:

Assist the Executive Chef in developing and refining the menu, creating new dishes and improving current recipes.
Stay updated with food trends, dietary restrictions, and new cooking techniques.
Collaborate with the Executive Chef to implement seasonal and special menus.

- Quality Control:

Ensure that all dishes are prepared according to the standards and specifications set by the Executive Chef.
Taste and evaluate dishes during service for flavor, presentation, and consistency.
Monitor portion control and waste management to maximize kitchen profitability.

- Inventory & Cost Control:

Assist in managing inventory levels, ensuring stock is appropriately ordered and maintained.
Work with suppliers to ensure the best quality ingredients are sourced within budget.
Help control food costs by minimizing waste, optimizing ingredient use, and tracking expenditure.

- Health & Safety Compliance:

Ensure that the Kitchen adheres to all health, safety, and sanitation standards.
Train kitchen staff on hygiene, proper food handling, and equipment usage.
Maintain a clean and organized kitchen, ensuring all food storage, preparation, and cooking areas are up to standards.

- Team Leadership & Training:

Train and mentor junior kitchen staff, fostering a positive and productive work environment.
Evaluate staff performance and provide constructive feedback to help them grow.
Take part in recruitment, scheduling, and performance management of kitchen employees.

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- **Administrative Duties:**

Assist with scheduling kitchen staff and managing staff-related issues.
Record and report daily kitchen operations, inventory usage, and food costs.
Handle operational duties in the absence of the Executive Chef.

Qualifications and Skills

- Holder of a certificate or diploma in food production or culinary arts from Kenya Utalii College or any other reputable hotel training institution.
- Must have knowledge and exposure of not less than 10 years, 4 of which must be in a "5 star" kitchen set up.
- Proven experience as a Sous Chef, preferably in a fine dining or high-volume restaurant.
- Extensive knowledge of kitchen operations, menu development, and modern cooking techniques.
- Strong leadership and communication skills with the ability to manage and motivate a team.
- Ability to work in a fast-paced environment and adapt to changing circumstances.
- Excellent understanding of food safety, hygiene regulations, and kitchen sanitation standards.
- Experience with inventory management and cost control.
- Creative, innovative, and passionate about culinary arts.

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